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CHILD CARE EMPLOYEE NEWS

A Publication of The Child Care Employee Project Winter 1993 ❖ Volume 12 Number 1

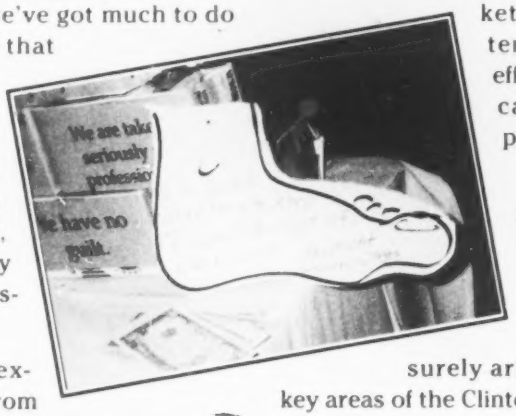
FLASH! CCEP has just received word of foundation funding for an 18-month Compensation Initiatives Project, which will include a part-time Washington liaison to do policy work, a national child care compensation conference in 1994, a series of policy bulletins, and public education work for the Worthy Wage Campaign. We're very excited about these new opportunities—contact us at CCEP for information about staff positions related to the project. More details will follow in our next newsletter.

CCEP's Mentor Teacher Program, currently serving ten California college campuses, is expanding to ten more campuses this year with the help of federal Block Grant funds. Peyton Nattinger of Chabot College is now at CCEP three days a week, coordinating the program along with Gretchen Stahr Breunig, and we will also hire another program staff member soon. Meanwhile, our latest Speakers Bureau training was a great success, resulting in 15 new members eager to spread the word about the needs and concerns of the child care work force.

With regret we also say goodbye to Marianne Torres, as the one-year grant enabling CCEP to hire her comes to a close. We thank Marianne for her dedicated work on the Bay Area Worthy Wage Campaign, and wish her all the best!

CLINTON ADMINISTRATION BRINGS NEW OPPORTUNITIES—AND NEW CHALLENGES

As we go to press, the incoming Clinton-Gore administration is getting down to specifics about how to revive the American economy. While we're very excited about the prospects for change, we've got much to do to make sure that "getting America back to work" includes plans for a more stable, higher-quality child care system.



We can expect a push from President Clinton to fully fund the Head Start program—a move we applaud wholeheartedly, especially since the latest Head Start reauthorization set such a fine precedent for focusing on staff needs. One-quarter of Head Start funds now go to quality improvements—half for staff salaries and half for training. We need to ensure that this focus spreads to the rest of the child care system—in particular, when the Child Care and Development Block Grant is reauthorized in 1994. We must also work to lift federal regulations limiting child care reimbursements to 75% of the market rate—a system that has, in effect, kept child care wages depressed.

While few details have emerged so far, child care staffing issues will surely arise in several key areas of the Clinton agenda:

Continued on p.2

INDEX

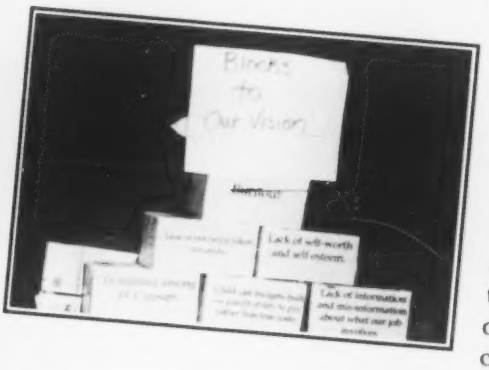
Clinton Administration Brings New Opportunities– And New Challenges 1
1992 Salary Survey Summary.....3
Surveys Conducted By Other Agencies 5
National Notes.....7

Worthy Wage Campaign Pull-Out Inside

Clinton Administration cont. from p.1

Work force training: Funds for child care apprenticeships or other training may become available; it will be critical that such a program does not institutionalize low training standards or displace existing staff. Training focused on entry-level caregivers should include funds for experienced staff to serve as supervisors and mentors.

Health care reform: As one of the lowest-paid sectors of the work force, child care staff need a guarantee of universal, quality health coverage—not the lower end of a two-tier system that places comprehensive coverage beyond their reach.

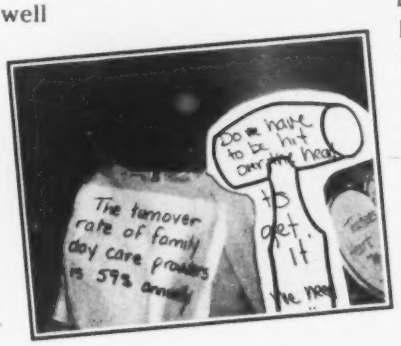


Welfare reform: Clinton has declared a goal of getting poor women off welfare after two years. This means the federal government will be looking for jobs, as well as child care, for AFDC recipients—and we must advocate for a quality child care system, rather than one that places as many children as possible in the cheapest care. We must also make it clear that child care isn't a viable job unless compensation improves, and that not all mothers will necessarily be suited for or interested in a child care career.

National service corps: Under such a program, college student loans might be forgiven if graduates commit to a specified period of community service. Child care work, presumably, would qualify—but graduates without child care-related preparation will need orientation or in-service training, and existing staff should not be supplanted or left without the resources to train and supervise new staff.

CCEP plans to hold a congressional briefing on child care staffing issues early in 1993, timed with the release of new data from our five National Child Care Staffing Study sites. As the data reveal (see page 3), wages are barely keeping up with inflation, and while turnover has gone down in some areas during the recession, we can't assume this trend will continue. Ironically for our field, one of the first signs of "economic recovery" may be that turnover will rise again.

Every major policy report on child care in recent years has highlighted the urgent need for improving the compensation of child care teachers and providers (see sidebar). Now, in the coming year, we'll need to work hard to spread this national consensus to the new administration and Congress. Call or write CCEP, or your local Worthy Wage Campaign, to find out how you can get involved!



A sampling of recent policy reports calling for improved child care compensation:

Boyer, E. L., Carnegie Foundation for the Advancement of Learning. (New York, 1991). *Ready To Learn: A Mandate for the Nation.*

Committee for Economic Development. (New York, 1991). *The Unfinished Agenda: A New Vision for Child Development and Education.*

Hamburg, D.A. (New York: Carnegie Corporation of New York, 1992). *The Family Crucible and Healthy Child Development.*

Hayes, C., Palmer, J. & Zaslow, M. (Washington, DC: National Academy Press, 1990). *Who Cares for America's Children? Child Care Policy for the 1990s.* Report of the Panel on Child Care Policy, Committee on Child Development Research and Public Policy, National Research Council.

National Center for Clinical Infant Programs. (Washington, DC, 1992). *Heart Start: The Emotional Foundations of School Readiness.*

National Commission on Children. (Washington, DC: 1991). *Beyond Rhetoric: A New American Agenda for Children and Families.*

National Governors Association. *(Washington, DC, 1990). Taking Care: State Developments in Child Care.*

National Task Force on School Readiness. (Washington, DC: Association of State Boards of Education, 1991). *Caring Communities: Supporting Young Children and Families.*

Women's Voices Project. (New York: Ms. Foundation for Women, and Washington, DC: Center for Policy Alternatives, 1992). *A Policy Guide.*

1992 SALARY SURVEY SUMMARY

The findings of child care salary surveys conducted in 1992 reflect familiar patterns—no new, uplifting trends, no surprising turns-for-the-better, but rather the persistence of disturbingly low wages and benefits, coupled with high turnover. (*The New York Times* recently placed child care workers at the rock bottom of a chart of 42 job categories, with median salaries of $132 a week!) Unfortunately, no data has been compiled by the states through Child Care and Development Block Grant funding, as regulations haven't enforced that provision of the legislation. We hope to have more comprehensive salary data from the states in coming years.

Preliminary figures are now in from CCEP's 1992 update of its National Child Care Staffing Study. Returning to our five urban study sites (Atlanta, Boston, Detroit, Phoenix and Seattle), we found that only 30% of the staff originally interviewed were still at the same program. Highest-paid teachers earned an average of 8% more when adjusted for inflation (about 66 ¢/hr. over four years); lowest-paid teachers, 2.3% more (15¢/hr.); highest-paid aides, 1% more (7¢/hr.); and lowest-paid aides, 1.5% more (8¢/hr.). Health benefits, however, had decreased in four years, with fewer staff having coverage, and many having less coverage than before. Centers are also tending to hire fewer teachers and more aides. Although wages remain at poverty level, the data suggest that downward trends found in the original Staffing Study are at least temporarily stalled; this is probably related to an increase in the minimum wage. The full report will be released in early 1994.

Below is a two-part summary: a synopsis of 1992 surveys conducted in collaboration with CCEP, and a review of surveys conducted by other agencies and government bodies. For copies of any of the full reports from the five regional and statewide CCEP surveys, send $2.00 per report to CCEP, or contact the offices listed below.

REGIONAL AND STATEWIDE CCEP SURVEYS

Locale/Contracting Agency	No. of Centers	No. of Staff
ALAMEDA COUNTY, C BANANAS Resource and Referral, 4Cs of Alameda County, and Resources for Family Development Arlyce Currie, BANANAS 5232 Claremont Avenue • Oakland, CA 94618 • (510) 658-7101	121	1,821
STANISLAUS COUNTY, CA Stanislaus County Head Start and School District Programs Carol Robson, Office of Education 801 County Center Three Court Modesto, CA 95355 • (209) 425-4900	11	112
ALASKA Child Care Connection Mia Oxley P.O. Box 103394 • Anchorage, AK 99510 • (907) 279-5024	92	1,066
PENNSYLVANIA Pennsylvania AEYC Marsha Poster Carnegie Mellon University Child Care Ctr. 1060 Moorewood Ave. • Pittsburgh, PA 15213 • (412) 268-2149	248	3,795

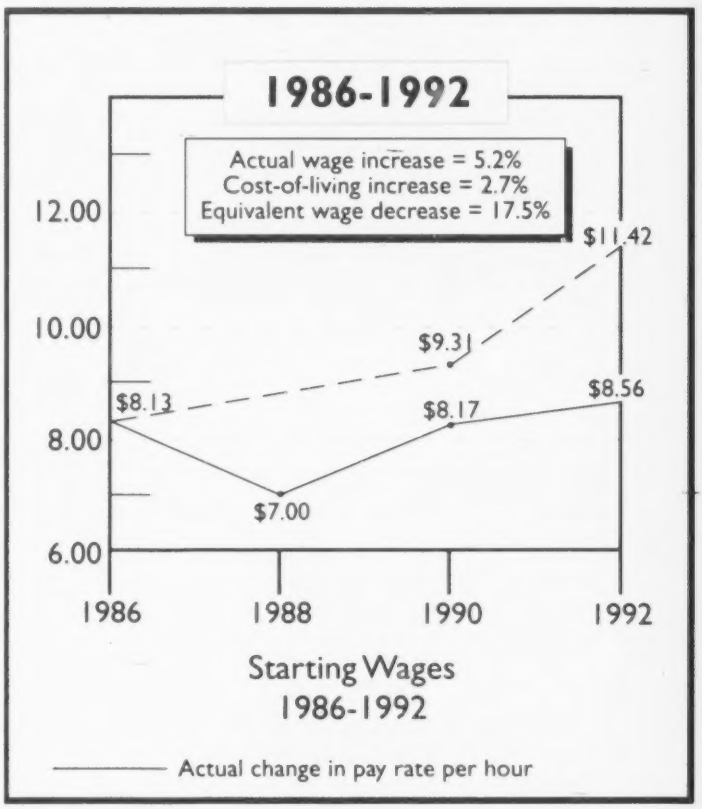
SURVEYS CONDUCTED BY CCEP

Since the cost of living varies widely in the places surveyed—Alaska, California and Pennsylvania—the earnings of child care workers in each state must be viewed with this in mind. Average annual starting wages for Alaska teachers ($16,870) were predictably higher than the national average. In Alameda County, where we have longitudinal data, we found that due to inflation, the real earnings of all positions except starting directors had decreased in spite of minimal actual gains.

A number of other variables that can influence salaries—position, auspice of the program, and training, experience and/or years on the job—revealed consistent effects across the five surveys. Directors earned the most, and for-profit programs paid the least (except for experienced directors), but advanced training and experience generated a negligible increase in wages.

Turnover

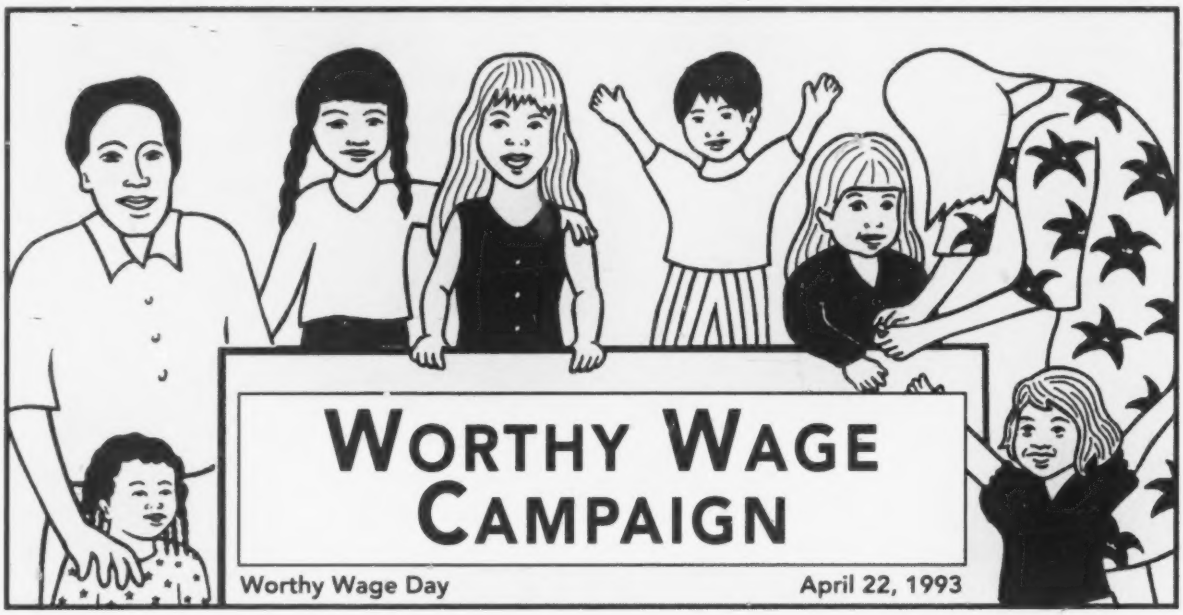
The number of years on the job is an important indicator of work force stability. In Pennsylvania, for example, trends ranged from a high of 43% for child care center teaching assistants who had been in their positions less than a year (reflecting instability) to a high of 59% for Head Start directors in their positions for more than five years (reflecting greater stability). Because of generally better wages and benefits, Head Start programs showed significantly lower turnover (a national average of 20% for teachers), and Stanislaus County Head Start had no turnover at all during the survey period.



TURNOVER, SALARY AND BENEFITS FOR FIVE STUDY AREAS - 1992 - FULL DAY AND HEAD START PROGRAMS

	TURNOVER		STARTING WAGE		HIGHEST WAGE		% RECEIVING FULLY-PAID HEALTH BENEFITS	
	T	A	T	A	T	A	T	A
Alaska	52%	66%	9.64	7.51	10.65	8.31	21%	19%
Pennsylvania (centers)	31%	34%	6.40	5.04	7.66	5.86	28%	26%
Pennsylvania (Head Start)	14%	15%	7.72	5.46	10.01	6.85	44%	37%
Alameda County, CA	35%	64%	7.89	5.94	10.48	7.30	38%	29%
Stanislaus County, CA	0%	0%	11.97	7.35	14.57	8.28	100%	73%

T= Teachers A= Assistants



WORTHY WAGE CAMPAIGN

Worthy Wage Day April 22, 1993

WHO WE ARE

Whether we call ourselves child care workers, family child care providers, preschool or early childhood teachers, teacher assistants or caregivers, we are working in a field where most employees are underpaid and undervalued—a field that is continually losing its best workers because of poor wages and benefits.

The Worthy Wage Campaign is a five-year grassroots effort to empower ourselves and mobilize to reverse this child care staffing crisis. Each year the focal point of the Campaign is a nationwide Worthy Wage Day—set in 1993 for Thursday, April 22. We are working to inform the American public, and our political leaders, that:

- the nation's child care system must have a level of funding that meets the true cost of providing quality child care;
- we can no longer keep a poorly funded system afloat by working for substandard pay;
- child care compensation is a problem that must be solved now.

Any group or individual is welcome to join the Worthy Wage Campaign — and we greatly appreciate the participation of parents and other child care advocates. To receive more information, contact the Child Care Employee Project, the Campaign's national coordinator, at (510) 653-7058. We'll help you link up with Campaign members who are already active in your area, or help you get a local effort off the ground.

NEWS FROM NEW ORLEANS: THE WORTHY WAGE CAMPAIGN GATHERS AT NAEYC

Once again this year, the Worthy Wage Campaign was highly visible at the annual NAEYC conference, held November 11-14 in New Orleans. The profusion of campaign buttons and T-shirts, and the many props and displays brought by groups around the country, revealed a steadily growing number of people working to boost child care compensation. And once again, compensation was a dominant theme at the Membership Expression of Opinion held on Saturday afternoon.

The Minnesota Child Care Workers Alliance brought loads of ten-dollar "play money" bills with Campaign information on the back, which were passed around with requests to donate real money for worthy wages. At the pre-conference session, Seattle activists passed out props called "Tools for Staying Power," with markers for people to add their own slogans—a pitchfork read, "Pitch in, fork over the money," and a cut-out of a foot announced, "We can't foot the bill alone." The Denver campaign brought a child care workers' bill of rights it had developed, and Arizona advocates carried sandwich boards decorated with diapers and the slogan, "It's time for-

Continued on p. B

Continued from p. A

a change - join the Worthy Wage Campaign."

NAEYC itself strongly reaffirmed its support: the Governing Board endorsed the Campaign's statement of principles, and approved a Quality, Compensation and Affordability Committee (QCA) proposal to renew its Campaign membership at $500, with an additional contribution of $4,500. NAEYC will also expand QCA's functioning from one to three meetings a year, and will seek to schedule QCA presentations at all local and regional AEYC conferences. We urge you to write NAEYC Executive Director Marilyn Smith, and Board President Lilian Katz, thanking them for their support and commitment to QCA issues and the Worthy Wage Campaign (new NAEYC address: 1509 16th St., NW, Washington, DC 20036).

With the help of a loan from Southern California AEYC, video makers took extensive footage of interviews and conference events for a national Campaign video to be available next year. The video will include Worthy Wage Day 93; contact Margie Carter from the Seattle campaign (206-325-0592) for guidelines and suggestions about videotaping your local activities to be part of this project.

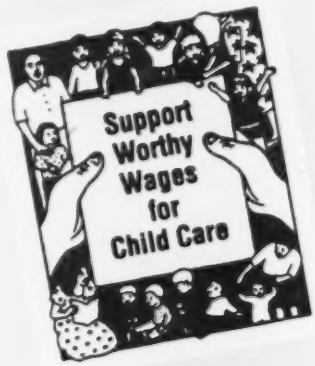
The Worthy Wage Coalition met during the conference to ratify its Statement of Principles and endorse a governance structure. Other key decisions were also reached at Coalition and Steering Committee business meetings. Among them:

- The Campaign will continue to build toward shared nationwide actions, while maintaining local autonomy; the Executive Board of the Steering Committee is recommending a unified "fashion action" theme for Worthy Wage Day 93, in which parents and workers will wear something prominently visible about the Campaign (buttons, T-shirts, costumes, play money, etc.) as work place conversation-starters.
- Coalition members reaffirmed that teachers and providers, especially people of color, must play a strong role in Campaign leadership. The Executive Board is now asking each local Campaign to select an alternate Steering Committee member, both to boost diversity and to promote new leadership development.
- An annual meeting for Coalition members, at which we'll evaluate Worthy Wage Day 93 and plan for the next year, is tentatively planned for late spring or early summer.
- Coalition membership is now annual, and while many participants belong to member organizations, all agreed that it's also vital for each of us to support the Campaign with an individual membership.
- Finally, the Campaign will work to develop a legislative agenda, especially with an eye to the federal Block Grant reauthorization in 1994; Head Start funding, which includes a 25% set-aside for quality (half for salaries, half for training), provides an excellent model. A Public Policy Committee is forming, chaired by Rosemarie Vardell of Chapel Hill, NC, (919) 967-3272.

As we head toward the second annual Worthy Wage Day on April 22, be sure to keep us informed at CCEP about activities and plans in your community!

THE WORTHY WAGE CAMPAIGN BUTTON

is an excellent way to stimulate discussion, build public awareness, and



raise critical funds for campaign activities. In the first year, we sold over 20,000 buttons; now, you can help us reach this year's goal of selling 50,000—raising as much as $40,000, half of it to support local campaigns like your own. Order your supply from CCEP right away!

VOICES FOR WORTHY WAGES

At the 1991 NAEYC conference, my friend Kathy Modigliani tapped me on the shoulder and said, "I want you to attend a Worthy Wage Caucus meeting and tell me what you think." I came away from that caucus with a colossal commitment to promote the Worthy Wage Campaign. But before the impact of the meeting had time to fade in my memory, I was invited to work on the Campaign's National Steering Committee! I felt very apprehensive about the immense responsibility, but my daughter Brenda responded with some words that have carried me through the entire year: "If the mind can conceive it and the heart can believe it, then you can achieve it."

Betty Cassidy

From the very beginning, the Campaign seemed to take on a life of its own. Once I had identified a group of people to work together, we were able to move forward quickly, spreading the news by mailing out flyers, talking to small groups and larger organizations, and speaking at conferences. The CCEP resource packets, the Seattle video and the doll-making kits really helped us reach many people in a short time. It was wonderful to watch as people got involved—their eyes, and their actions, showed they believed. Plans for a national video prompted us to contact DCTV and arrange to make a Worthy Wage Day video of our own. Funding came from the Northern Virginia AEYC, the Northern Virginia Family Day Care Association, Virginia AEYC and Kiwanis International.

A rainy, chilly April 9 couldn't diminish the enthusiasm and energy generated by the crowd that gathered at Senate Park near the Capitol—teachers, providers, parents, advocates and children who came from Virginia, Washington, D.C. and Maryland to tell their stories about the child care crisis in America. Lucy Mays, a Virginia provider, expressed her sadness about possibly having to leave family day care: "I have four college educations for my own children to consider." Kathy Donahue, a parent, remarked, "I am deeply concerned that my children's teachers are leaving the profession because they can't make a decent living. Parents, we need you to speak out!" Rep. Pat Schroeder (D-Colorado) and Colorado First Lady Bea Romer also arrived to pledge their support.

You can obtain a copy of our video, "Worthy Wages for Child Care Workers," at cost for $16.00 (including postage) from DCTV, 2217 14th St. NW, Washington, DC 20009. We plan to return to Senate Park next year and make a second video. Of course, we will be inviting President Clinton and his family to attend! Come and be part of the Worthy Wage Campaign. Together, "we can achieve it."

—Betty Cassidy, family child care provider and National Steering Committee member, Alexandria, VA

NOTE: "Voices" will be an ongoing feature of the Worthy Wage Newsletter. Please send submissions to: CCEP 6536 Telegraph Avenue, Ste. A-201 Oakland, CA 94609-1114.

If you haven't already, order copies of the 1993 "Worthy Wages" calendar, designed and printed by the North Carolina Worthy Wage Coalition, for all your friends and co-workers. Proceeds support the national campaign. The calendars include black-and-white photographs of teachers and providers from around the country, as well as quotes from many sources about the staffing crisis and the Worthy Wage Campaign. Now only $3.00, plus postage from CCEP.

THE PRINCIPLES OF THE WORTHY WAGE CAMPAIGN

- Create a unified voice for the concerns of the early care and education work force at the national, state and local levels
- Increase the value and respect for those who provide early care and education through improving their wages, benefits, working conditions and training opportunities
- Promote the accessibility and affordability of high-quality early care and education options that meet the diverse needs of children and families

You can support the Campaign by joining or purchasing Worthy Wage Products.

COFFEE/TEA MUG
Generous in capacity, these white porcelain mugs with the Worthy Wage Campaign logo are of excellent design and weight. Microwave and dishwasher safe. Colors: green/blk and red/blk, 11oz. 3 1/2" high
$ 8.00 each set of six $40.00

BUTTON
At the heart of our campaign is the all important "Support Worthy Wages for Child Care" button. Colors: green/blk and red/blk, 2" x 3"
$1.00 each

1993 CALENDAR
This useful twelve month calendar, has all the important dates to remind you about when Worthy Wage Day is and other significant dates and holidays. Size: 8" x 10", $8.00

TEE SHIRT
The official campaign tee is now available. Colors: multi-color printing on white Sizes: M, L, XL, 2XL $15.00 each

WW POSTER
The official Worthy Wage poster designed by artist Nancy Hom is great for your home, center, or office. If you would like your poster sent in a mailing tube, add $1.00. A tube can hold 12 posters. Size: 18" x 24" $5.00

TOTE BAG
These practical carry-all tote bags with the Worthy Wage Campaign logo are great for carrying those extras that all teachers, providers, and parents need on outings. Colors: Natural with red & black printing. Size: 14" x 10" x 5", $10.00 each

WORTHY WAGE RESOURCE PACKET
The ***Worthy Wage Campaign Resource Packet*** is a valuable tool for helping individuals and communities organize for Worthy Wage Day 1993. $10.00

WORTHY WAGE VIDEO
Worthy Work, Worthless Wages
Produced by Margie Carter, in collaboration with the Child Care Directors Association of Greater Seattle (CDAGS), the Worthy Wages Task Force and the broader child care community in Seattle. This is a Moving Images Video Project.
This video chronicles the Seattle, Washington child care community's activism to improve the quality of services by confronting the staffing crisis. VHS format, 15 minutes running time.
$12.95 for individuals $20.00 for institutions

ORDER FORM

❑ Yes, I'm interested in building the membership of the Worthy Wage Campaign. Please send information to:

Check one:

❑ Bill my Visa* ❑ Check enclosed **

❑ Bill my MasterCard*

Card# _____ _____ Expires _____

Signature _____

Name _____

Address _____

City/State/Zip _____

Phone: ( ) _____

* For credit card, minimum order is $20
** Please make check payable to: Child Care Employee Project
6536 Telegraph Avenue, Suite A-201 • Oakland, CA 94609-1114

Item	Sz	Qty	Unit Price	Total Price
Subtotal				
Shipping/handling charge (15% of subtotal)				
Total				
CA Sales Tax (CA resident, 8.25%)				
GRAND TOTAL				

SURVEYS CONDUCTED BY OTHER AGENCIES

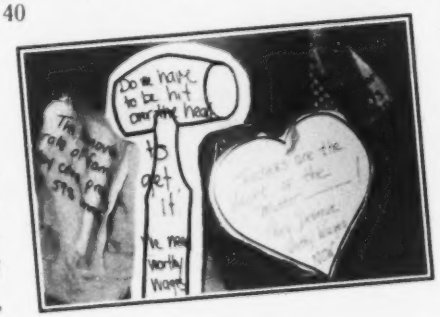
Statewide Surveys

ARIZONA: A statewide, informal survey of 250 family child care providers was conducted by a provider active in the Worthy Wage Campaign. Contact: Ann Curtis, 1724 W. State Ave., Phoenix, AZ 85021, (602) 995-8806.

CALIFORNIA: "A Survey of the Salaries, Benefits and Working Conditions for California Child Care Resource and Referral Staff" was conducted in 1991. Contact: Gary Kinley, California Child Care R&R Network, 111 New Montgomery St., San Francisco, CA 94105, (415) 882-0234.

MARYLAND: A random sample survey of child care wages and working conditions was conducted by the Maryland Committee for Children (MCC) in 1990-91. In its final report, "Shortchanging Our Children: The Inadequate Compensation of Child Care Professionals in Maryland" (April 1992), MCC suggests that a budget which reflects appropriate child care staff compensation would place the weekly cost of care at $151.00, almost double the current average of $77.01. Contact: Lori Rogovin, MCC, 608 Water St., Baltimore, MD 21202, (410) 752-7588.

NEW YORK: The state Department of Social Services was required by the state legislature to provide information on child care center staff salaries and turnover; 225 full-day, nonprofit centers were surveyed. Turnover rates proved lower than the national average: 31% for assistants, 21% for teachers and 12% for directors. Many centers reported no turnover, but those that did reported significantly higher rates; 40% of staff who left their jobs did so for better wages. The study, "Salaries and Turnover Among Staff at Day Care Centers" (May 1992), discusses the relationship between turnover and salaries, as well as such factors as staff qualifications and local labor market conditions. Contact: Nancy Dunton, NYS Dept. of Social Services, 40 N. Pearl St., Albany, NY 12243, (518) 473-3261.



WYOMING: Not included in last year's summary was "A Study of Compensation, Retention and Professional Preparation of Wyoming's Licensed Child Care Providers," published in October 1991. One intention of the study, conducted by the Wyoming Commission for Women, was to compare the rural state of Wyoming with the urban areas examined in CCEP's National Child Care Staffing Study. Findings were comparable in terms of levels of education, near-poverty wages and few opportunities for advancement despite years in the field. Respondents included 326 family and group home child care providers, and 70 centers with 355 staff. The report recommends earmarking some of Wyoming's CCDBG funds for salary enhancement, and promoting public education about "the importance and value of educated and well-compensated providers." Contact: Wilma Reever, Wyoming Commission for Women, Herschler Building, Cheyenne, WY 82002.

Regional Surveys

COLORADO SPRINGS, CO: A survey of 112 centers was conducted in 1992 by Pikes Peak AEYC. Contact: Diane Price, Colorado Springs Day Nursery, 104 E. Rio Grande, Colorado Springs, CO 80903, (719) 632-1754.

MONTEREY COUNTY, CA: A comprehensive report conducted by the county's Child Care and Development Planning Council, including a salary survey of all the county's centers, will be available in winter 1993. Contact: Yvonne Edwards, Monterey Co. Administrative Offices, Personnel Division, 240 Church St., Salinas, CA.

MORRIS COUNTY, NJ: Not included in our summary last year was Children's Services of Morris County's report, "Quality Child Care: Today's Choice for Tomorrow's Work Force" (November 1991). Although the salary survey data was collected in 1989, the report deserves special mention for its model approach. It examines all facets of child care in the community from needs, supply and demand to cost and quality; and in reporting salary findings, it addresses the fair cost of child care with explicit figures of what "should be," in contrast to what is. Contact: Children's Services of Morris County, [Call CCEP for information.]

ROCKLAND COUNTY, NY: An infor-

Continued on p. 6

Surveys continued from p. 5

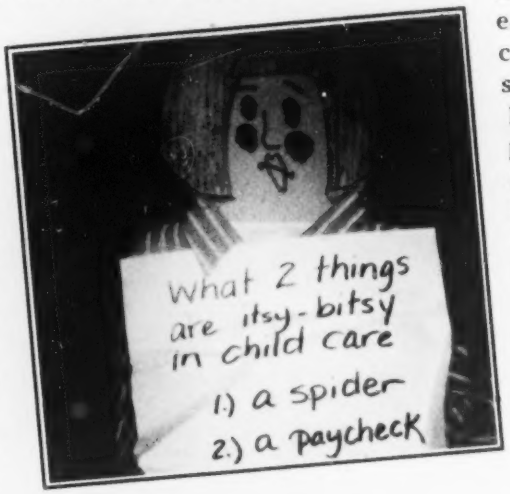
mal salary survey of the county's 25 child care centers was conducted in 1992 by the Rockland Council for Young Children; a more formal survey is planned for 1993. Contact: Judy Savage, Rockland Council for Young Children, 185 North Main St., Spring Valley, NY 10977, (914) 425-0572.

SOUTHERN CALIFORNIA: A Southern California Early Childhood Salary Survey, covering 171 centers, was conducted in 1991 in the greater Los Angeles area, with the support of Southern California AEYC; it found significantly higher wages and lower turnover in school district centers than in other programs. Contact: Barbara J. Nicoll, Child Development Program, Univ. of La Verne, 1950 Third St., La Verne, CA 91750.

VENTURA COUNTY, CA: A survey of salaries, benefits and working conditions at 29 centers was conducted in November 1991 as a project by students in a Child Development Administration and Management class at Oxnard College. Contact: Linda Widener, 1814 MacArthur Pl., Oxnard, CA 93033, (805) 486-1850.

Canadian Surveys

NATIONAL: "Caring for a Living: Final Report" (Fall 1992) updates information on wages and working conditions in licensed group child care centers in Canada's twelve provinces and territories. The study of 969 centers and 7,000 staff was conducted by Kayro Communications of Vancouver and sponsored by the Canadian Day Care Advocacy Association and the Canadian Child Day Care Federation. Among the findings: average hourly wages ranging from $6.03 in Newfoundland to $11.51 in Ontario, and an average national wage of $18,498/year. The study showed that despite child care workers' higher level of education than most Canadian industrial workers, their earnings are near the bottom of the industrial salary scale, and many fall near or below the poverty line. Wages are also losing ground to inflation: real earnings for the average child care worker have fallen 4.5% since the last national survey in 1984. Due to this lack of progress, one third of workers surveyed believe they must leave the child care field to advance. Hourly wages of unionized staff were 33% higher than average, but the profession is not highly unionized. Auspice was also a factor (with "commercial" centers paying the lowest wages). Contact: Patti Schom-Moffatt, Kayro Communications, 300-375 Water St., Vancouver, BC U6B 5C6, (604) 623-3007.



HALIFAX, NOVA SCOTIA: "Where We Work, 1992" (Sept. 1992) describes conditions at the 20 full-day child care centers surveyed; it shows minor gains in salaries since the 1990 and 1991 surveys, and a median turnover rate of 26%. Contact: Child Care Connections Nova Scotia, Suite 100, 1200 Tower Rd., Halifax, Nova Scotia B3H 4K6.

QUEBEC: "Wages in Day Care Centers" provides 1991 salary data of child care centers and family day care homes in Quebec as compared to national data compiled in 1991 by other unions. The average wage is $3.50 less than other hourly wages in comparable positions in other provinces. "Les Salaires en Garderie" is published in French. Contact: Lucie Laurin, Information-CSN,le Comite provincial des syndicats des garderies FAS-CSN, 1800 Parthenais, Montreal H2K 3S3; (514) 522-8697.

INTERESTED IN CONDUCTING A SALARY SURVEY?

The Child Care Employee Project has been helping groups collect and analyze child care salary and benefits data for over ten years. Our booklet, "Salary Surveys: How to Conduct One in Your Community" ($5.00), includes a copy of CCEP's survey instrument as well as tips on conducting a survey. For groups who use the CCEP instrument to collect data, we can provide assistance with sample selection, computerized data entry and analysis, and preparation of an attractive report that can be used in public education efforts. Fees are variable depending on the size of the sample and the complexity of the analysis. The survey instrument is also available to groups conducting their own analysis. Contact CCEP for more information about our fee schedule and a sample report.

NATIONAL NOTES

EARNED INCOME CREDIT

Tax time is coming—and child care staff and parents should be sure to check whether they're eligible for a federal Earned Income Credit (EIC) of up to $2,211. It's available to working families who earned less than $22,370 in 1992 and had one or more children living at home at least half the year. Call the National Women's Law Center, (202) 328-5160, or the toll-free IRS line, (800) TAX-1040, for details.

NORTH CAROLINA: CCDBG FUNDS FOR TRAINING AND COMPENSATION

A $100,000 Child Care and Development Block Grant fund will allow the Day Care Services Association to begin a Model/Mentor Teacher Program, expand its Teacher Education and Compensation Program, and develop an early childhood career directory. Under the Model/Mentor program, teachers who complete a mentoring course receive college credit and a 3% salary increase, and their classrooms become field placement sites for community college early childhood program students. The Education and Compensation Program, providing scholarships and paid time off for teachers and providers to pursue a two-year early childhood education degree, will be expanded from 13 to 19 counties; on average, 1991-92 participants earned 19 credits toward their degree and a 6% salary increase. Contact: Day Care Services Association, P.O. Box 901, Chapel Hill, NC 27514, (919) 967-3272.

CALIFORNIA: TWO NEW TRAINING OPPORTUNITIES

The statewide Child Development Training Consortium, serving 49 college campuses, is now coordinating two training efforts funded by the federal Block Grant. The $150,000 Stipends for Permits program will help first-time applicants pay their Children's Center Instructional Permit application fee (the program may expand next year to cover renewals). The Consortium also has a $1.3 million grant to provide college course work to early childhood program staff, including family day care providers. For more information, call (209) 575-6428.

CALIFORNIA CAMPAIGN NEWS

As part of the annual Legislative Symposium in Sacramento, a Worthy Wage rally will be held on the Capitol steps on Wednesday, April 21, the day before Worthy Wage Day. Please let us know at CCEP whether you're planning to attend. Join us, and spread the word!

The Bay Area Worthy Wage Coalition will meet to launch its 1993 campaign on Saturday, January 30, 9:30 a.m. to 1:00 p.m., at New College, 777 Valencia St., San Francisco. Please be sure to come!

RESOURCES

The Language of Money and Family Child Care is a new collection of articles addressing provider compensation and related issues; Windflower Enterprises, the publisher, is donating part of the proceeds to CCEP. Available for $15.00 from Windflower, 142 S. Claremont St., Colorado Springs, CO 80910; (719) 520-1614.

An Annotated Bibliography of Training Resources and Materials: Tools for the Child Care Workforce is now available for $17.50, plus $2.50 postage, from the Child Care Careers Institute, Wheelock College, 200 The Riverway, Boston, MA 02215; (617) 734-5200.

■ **Child Care Employee Project**
6536 Telegraph Avenue, Suite A-201, Oakland, CA 94609

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The Child Care Employee Project (CCEP) is a resource and advocacy organization dedicated to improving child care quality through better wages and working conditions for child care staff. For more information, please call (510) 653-9889 or write: CCEP, 6536 Telegraph Ave., Suite A-201, Oakland, CA 94609.

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ATTENTION:

BAY AREA MEMBERS AND SUPPORTERS

Fundraising Party for the Worthy Wage Campaign on Saturday, February 27 at 7:30 pm in Oakland.
***Special guests:* Folksinger Ronnie Gilbert and Storyteller Gay Ducey will perform.**
For more information please call CCEP at (510) 653-9889.

If you've called CCEP recently, perhaps you noticed a pleasant change—a new phone system that actually works! Many thanks to CCEP members and the Junior League of San Francisco, for the financial support which made this badly needed improvement possible.

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